

# CHARTER

18 FEB 2010

FOR THE

## NATIONAL GUARD

### JOINT DIVERSITY ADVISORY COUNCIL

Name: The name of the Council shall be National Guard Joint Diversity Advisory Council.

Purpose: The purpose of the Council shall be to:

1. Provide advice to the Chief, National Guard Bureau and other National Guard leaders on the wide range of issues relating to diversity and equal opportunity within the National Guard.
2. Assist in the identification of best practices from the private sector that contribute to a proactive, strategic approach to recruiting, developing, retaining and promoting a diverse workforce and to adapt these practices to recommendations that are applicable to the National Guard military and civilian structure.
3. Provide recommendation to National Guard leadership on methods to build an organization that leverages the National Guard's diverse workforce; sustains a workforce climate of equity and fostering an environment where individuals have the opportunity to prosper and effectively advance their careers.
4. Assist in communicating the CNGB's message on diversity to all levels in the National Guard, seeking to emphasize effective diversity management in our rapidly evolving organization.
5. Expand outreach efforts to achieve access opportunity for underrepresented populations.

# ARTICLE I – MEMBERSHIP

Section I – Membership: Council membership shall consist of:

Chairman: – To be elected by the TAG/ATAG members of the Council (2 year rotational assignment).

Board Members:

One (1) TAG or ATAG per National Guard Region, (7-regions) 2-year staggered assignment (attention given to adequate Army/Air mix)

Deputy Director, Army National Guard

Deputy Director, Air National Guard

NGB Senior Enlisted Leader

Two (2) Senior Enlisted Members (E-9), one ARNG and one ANG; these members will be selected by the Council.

Chairman, Equal Employment Manager Advisory Council

Chairman, ARNG Diversity Council

Advisory Committee Members:

Comptroller/Director of Administration and Management, NGB

Director, Manpower and Personnel (NGB-J1)

NGB Diversity Manager

Director, NGB Office of Equal Opportunity

Chief, Special Emphasis and Diversity Programs (NGB-EO)

ARNG EO and Diversity Manager

ANG Chief, Cultural Diversity and Transformation

Additional Advisory Committee members will be appointed by the Council Chair, with membership terms determined by the Council based upon the issue for which the Advisory Committee member was appointed.

All Diversity Council members will be appointed by and receive a formal appointment memorandum from the CNGB.

## ARTICLE II – MEETINGS

Section I – Council: The Council shall initially meet quarterly or as called by the Chair. The Council Chairman or Secretary/Recorder shall notify the membership at least thirty (30) days prior to any meeting as to time and place. For ease of planning, and to reduce redundant travel requirements, meetings may/should be in conjunction with other NGB/TAG events, e.g., Guard Senior Leader Meetings (GSLC), or other NGB national meetings.

Section II – Advisory Committees and Special Committees: Committee meetings will be held at the discretion of the committee chairman.

## ARTICLE III – REPORTING AND COORDINATION REQUIREMENTS

This Council is under the sponsorship of the Comptroller/Director of Administration and Management (C/DAM) for National Guard Bureau. The C/DAM will be responsible for ensuring the Council is able to communicate, collaborate and coordinate with the NGB Senior Leadership.

The Council Chairman and TAG/ATAG members of the Council will be responsible for communicating, collaborating and coordinating with the TAG community via normal TAG organization and communication channels.

The Senior Enlisted Members of the Council will be responsible for communicating, collaborating and coordinating with the enlisted community via normal enlisted organization and communication channels.

The Chairman shall furnish a written report concerning all recommendations or any proposed, and/or completed actions, or decisions, by the Council within thirty (30) days following each Council meeting to CNGB, with copy provided to Director, ANG (DANG), Director, ARNG (DARNG), and Director, Joint Staff (DJS).

## ARTICLE IV – COUNCIL AUTHORITIES

The Council is advisory only. This Council shall remain active until otherwise determined by the CNGB.

  
CRAIG R. McKINLEY  
General, US Air Force  
Chief, National Guard Bureau